

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

This index refers to the Global Reporting Initiative (GRI) Standards and G4 Oil and Gas Sector Supplement (OGSS) indicators, with cross reference to the Ten Principles of the United Nations Global Compact (UNGC), IPECA sector-specific guidelines and the Sustainability Accounting Standards Board (SASB). The index includes all indicators required for a GRI Standards Core report, as well as a number of additional indicators for which we are able to provide supporting information.

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 102: GENERAL DISCLOSURES 2016						
102-1	Name of the organization	2020 Sustainability Report (SR) page 4				
102-2	Activities, brands, products and services	SR page 4	Our products – oil and natural gas and some of their derivatives, including propane – are traded globally, and none are banned. We monitor stakeholder questions and public debate about our industry’s products on an ongoing basis. Issues that are important to our stakeholders are confirmed through our annual materiality reviews and included within the scope of our sustainability reporting. For more information on how we assess and respond to stakeholder questions and key material issues, please see the Stakeholder Engagement section (page 21-22) and Materiality section (page 6) of our 2020 Sustainability Report.			
102-3	Location of headquarters	http://www.hess.com/company/hess-offices				
102-4	Location of operations	SR page 4 2020 Annual Report (pages 5-7) and SEC Form 10-K				EM-EP-000.B EM-EP-000.C
102-5	Ownership and legal form	2020 Annual Report and SEC Form 10-K				
102-6	Markets served	SR page 4 2020 Annual Report and SEC Form 10-K (pages 6-13)				
102-7	Scale of the organization	SR page 4 2020 Annual Report and SEC Form 10-K				
102-8	Information on employees and other workers	SR pages 18, 35-37, 62		3, 10		
102-9	Supply chain	SR pages 18-19	See also our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain as well as suppliers.hess.com .	3, 10		
102-10	Significant changes to the organization and its supply chain	SR pages 4, 7 2020 Annual Report (pages 1-7) and SEC Form 10-K (pages 28-41)	See also our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain as well as suppliers.hess.com .			
102-11	Precautionary principle or approach		In keeping with a precautionary approach, we evaluate identified risks and develop and implement mitigation plans as part of our enterprise risk management and due diligence processes. We also use environmental and social screening tools and conduct environmental and social impact assessments for major capital projects.			

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
102-12	External initiatives	International Labour Organization UN Global Compact Universal Declaration of Human Rights Extractive Industries Transparency Initiative			GOV-2: C3 GOV-4: C3	
102-13	Membership of associations	SR pages 18, 57	<p>Our memberships in industry and business associations further our knowledge, understanding and ability to address issues that impact our business. These memberships enable us to benchmark and share best practices with sector peers, contribute to guidance documents on environmental and social issues and access tools to manage those issues.</p> <p>To understand trends in regional markets, we belong to regional industry and business associations, local chambers of commerce, building associations and state petroleum and gas associations.</p>			
102-14	Statement from senior decision-maker	SR pages 2-3				
102-15	Key impacts, risks and opportunities	SR pages 2-11				
102-16	Values, principles, standards and norms of behavior	SR inside front cover and pages 16, 23 Code of Business Conduct and Ethics Environment, Health & Safety Policy Human Rights Policy Corporate Social Responsibility Policy		10	GOV-1: C2, C4	
102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct and Ethics	See pages 6 and 7 of our Code of Business Conduct and Ethics.	10		
102-18	Governance structure	SR pages 12-13 Corporate Governance Guidelines Committee Composition			GOV-1: C1	
102-19	Delegating authority	SR pages 12-13			GOV-1: C1	
102-20	Executive-level responsibility for economic, environmental and social topics	SR pages 12-13			GOV-1: C1, C4	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
102-21	Consulting stakeholders on economic, environmental and social topics	2021 Proxy Statement - Form DEF 14A (page 9)	See our 2021 Proxy Statement - Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).		GOV-1: C1	
102-22	Composition of the highest governance body and its committees	2021 Proxy Statement - Form DEF 14A (pages 2-14)	See also the description in 405-1.		GOV-1: A1	
102-23	Chair of the highest governance body	2021 Proxy Statement - Form DEF 14A (page 8)	The Chairman of the Board, Mr. James H. Quigley, is an independent, nonexecutive director. Refer to page 8 of the 2021 Proxy Statement - Form DEF 14A.			
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement - Form DEF 14A (page 6)			GOV-1: A1	
102-25	Conflicts of interest	2021 Proxy Statement - Form DEF 14A (pages 2-5, 9) Code of Business Conduct and Ethics				
102-26	Role of highest governance body in setting purpose, values and strategy	SR page 13 2021 Proxy Statement - Form DEF 14A (page 11)				
102-27	Collective knowledge of highest governance body	SR pages 12-13 2021 Proxy Statement - Form DEF 14A (pages 2-5)			GOV-1: A1, A6	
102-28	Evaluating the highest governance body's performance	Compensation and Management Development Committee Charter 2021 Proxy Statement - Form DEF 14A (page 7)				
102-29	Identifying and managing economic, environmental and social impacts	SR pages 12-13 2021 Proxy Statement - Form DEF 14A (page 11)				
102-30	Effectiveness of risk management processes	SR pages 14-15 2021 Proxy Statement - Form DEF 14A (pages vi, 11-12, 14-15)			GOV-2: C2	
102-31	Review of economic, environmental and social topics	SR page 13 2021 Proxy Statement - Form DEF 14A (pages iii-vi, 8, 10-11)	The Environment, Health and Safety (EHS) Committee of the Board of Directors met five times in 2020. The full Board of Directors met ten times in 2020.		GOV-1: C2	
102-32	Highest governance body's role in sustainability reporting		Hess' sustainability report is reviewed by the EHS Committee of the Board of Directors, as well as by our Chief Executive Officer.		GOV-1: A4	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
102-33	Communicating critical concerns	2021 Proxy Statement - Form DEF 14A (page 9)	See our 2021 Proxy Statement - Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).			
102-35	Remuneration policies	Compensation and Management Development Committee Charter 2021 Proxy Statement - Form DEF 14A (pages viii-ix, 19-47)	Linkage between compensation for members of the highest governance body and the organization's performance is stated in the Hess Corporation Compensation and Management Development Committee Charter. Discussion of the linkage between compensation for members of the highest governance body, senior managers and executives and the organization's performance is also included in the annual Proxy Statement - Form DEF 14A, as follows: <ul style="list-style-type: none"> • Director compensation: page 19 • CEO and other Named Executive Officer (NEO) compensation process and results: pages 20-46 • Changes in payout philosophy and actions taken in response to stockholder outreach: page 25 • Compensation principles (including "Environment, Health and Safety"): pages 26-33 • Cash bonus plan for EHS metrics: pages 27-31 • EHS metrics components and percent of 2020 bonus for each NEO: page 27-31. 		GOV-1: A5	
102-36	Process for determining remuneration	2021 Proxy Statement - Form DEF 14A (pages 10, 20-37)	The roles and responsibilities of the Board of Directors' Compensation and Management Development Committee are described on page 10 of our 2021 Proxy Statement - Form DEF 14A. Our key compensation practices, including the use of compensation consultants, are listed on pages 20-37. See page 34 for a description of our process for determining compensation and the role of compensation consultants.			
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement - Form DEF 14A (pages 9, 25)	See our 2021 Proxy Statement - Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).			
102-40	List of stakeholder groups	SR page 22				
102-41	Collective bargaining agreements	SR page 62	At year end 2020, less than 2% of employees were represented by collective bargaining agreements.			
102-42	Identifying and selecting stakeholders	SR pages 21-22				
102-43	Approach to stakeholder engagement	SR pages 21-23	The frequency of our engagement varies by stakeholder and issue. For example, we meet with landowners on a regular basis and increase the frequency of those engagements if needed based on the key issues for these stakeholders. Similarly, we maintain an open dialogue with community representatives and regulating bodies, and increase engagement as needed based on the relevance and timing of key issues. Our engagement frequency with other stakeholders is determined on a risk basis.			

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
102-44	Key topics and concerns raised	SR pages 6, 21-23 https://www.hess.com/sustainability/social-responsibility	See the SR page 6 for materiality determination, including how we incorporate stakeholder feedback into our reporting process and the resulting material issues. See pages 21-23 for information about our stakeholder engagement process. See hess.com/sustainability/social-responsibility for engagement examples by stakeholder type, including indigenous groups.			
102-45	Entities included in the consolidated financial statements	SR pages 4-5 2020 Annual Report and SEC Form 10-K (pages 6-13)				
102-46	Defining report content and topic Boundaries	SR pages 6-7	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
102-47	List of material topics	SR page 6				
102-48	Restatements of information	SR pages 6-7				
102-49	Changes in reporting	SR pages 6-7				
102-50	Reporting period	SR pages 6-7				
102-51	Date of most recent report		Hess' most recent previous report was the 2019 SR, released in 2020.			
102-52	Reporting cycle		Hess publishes a sustainability report on an annual basis.			
102-53	Contact point for questions regarding the report	SR, inside front cover				
102-54	Claims of reporting in accordance with the GRI Standards	SR, inside front cover				
102-55	GRI content index	GRI Content Index				
102-56	External assurance	SR page 64	Hess' practice is to have our sustainability report assured by a third party on an annual basis. The assurance effort includes a review of our sustainability data and self-declared GRI "in accordance" option.			GOV-1: A4

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 201: ECONOMIC PERFORMANCE 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 2-7	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 2-3 2020 Annual Report and SEC Form 10-K (pages 26-47) Code of Business Conduct and Ethics				
103-3	Evaluation of the management approach	SR pages 12-15				
201-1	Direct economic value generated and distributed	SR pages 4-5, 24, 62 2020 Annual Report and SEC Form 10-K (page 28)	<p>Hess supports revenue transparency through participation in the Extractive Industries Transparency Initiative (EITI), a voluntary, multistakeholder initiative that includes oil and mining companies, governments, civil society groups and international nongovernmental organizations and investors. As a Supporting Company of the EITI since 2004, Hess endorses the initiative's objective to improve governance through transparency of payments to governments.</p> <p>In countries that have joined the EITI, where we have equity interests but are not the operator, we comply with the disclosure practices of the operating company as well as country laws and regulations.</p> <p>We support the EITI's efforts to attract more countries to the initiative. Hess welcomes the EITI's efforts to conduct outreach in Latin America, including Guyana and Suriname, where Hess has entered into joint ventures in four different offshore blocks (two in Guyana and two in Suriname). Hess has been and continues to be supportive of all countries where it conducts business to join the EITI. Moreover, Hess was pleased that the EITI Board approved both Guyana's and Suriname's candidature applications in 2017.</p>	8, 9	GOV-4: C3 SOC-13: C2, A2	
201-2	Financial implications and other risks and opportunities due to climate change	SR pages 39-45 CDP Disclosure 2020 Annual Report and SEC Form 10-K (page 22, 24)				EM-EP-420a.1 EM-EP-420a.4
201-3	Defined benefit plan obligations and other retirement plans	2020 Annual Report and SEC Form 10-K (pages 74-77)		7		
OG1	Volume and type of estimated proved reserves and production	SR pages 4, 62 2020 Annual Report and SEC Form 10-K (pages 6-11)				EM-EP-000.A

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 202: MARKET PRESENCE 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 24–25, 36 Code of Business Conduct and Ethics	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 24–25, 36 Code of Business Conduct and Ethics			SOC-15: C1	
103-3	Evaluation of the management approach	SR pages 14–15, 24–25, 36 Code of Business Conduct and Ethics				
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage		At all significant locations of operations, which Hess defines as 100 or more employees, standard entry-level wages are higher than local minimum wages. To gauge the competitiveness and fairness of our compensation, we benchmark Hess against industry peers. Employees who make a greater contribution or perform at higher levels earn more, regardless of race, color, gender, age, sexual orientation, creed, national origin, genetic information, disability, veteran status or any other protected status.			
202-2	Proportion of senior management hired from the local community	SR page 36	We define “significant” as an international asset that has 100 or more employees. This applied to our production asset in Malaysia in 2020.	6	SOC-15: A1	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016						
103-1	Explanation of the material topic and its Boundary	SR page 22–25	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .		SOC-13: C1, C2, A2	
103-2	The management approach and its components	SR pages 19, 22–25		6		
103-3	Evaluation of the management approach	SR pages 14–15, 22–25				
203-1	Infrastructure investments and services supported	SR pages 22–25				
GRI 204: PROCUREMENT PRACTICES 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 18–19	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8–11, 18–19, 22			SOC-14: C1	
103-3	Evaluation of the management approach	SR pages 14–15, 18–19				

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
204-1	Proportion of spending on local suppliers	SR pages 18-19	In 2020, we spent approximately \$2.6 billion on local suppliers, which represents 92% of our total supplier spend for the year. Suppliers are considered local if purchases are made within the same country in which we are doing business. See also an expanded version of the Supply Chain section of our 2020 SR online at hess.com/sustainability/how-we-operate/supply-chain .		SOC-14: A1	
GRI 205: ANTI-CORRUPTION 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 6, 16-19	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 16-19, 22		10	GOV-2: C1, GOV-3: C1, C3, C4	EM-EP-510a.2
103-3	Evaluation of the management approach	SR pages 14-15, 16-19			GOV-3: A3	
205-1	Operations assessed for risks related to corruption	SR pages 16-19, 22	Hess has analyzed all business units, including its core exploration and production business, for risks related to corruption. Hess' Global Compliance team proactively assesses country-level risks related to corruption based on internal risk criteria. Our Corporate Audit Department systematically conducts anti-corruption audits to determine potential exposure to corruption risk. Audits are conducted annually in certain countries where Hess operates, and every two to three years in other countries as determined by internal risk criteria and external benchmarks (e.g., Transparency International's Corruption Perceptions Index). The types of risks identified through these activities have included those related to third-party due diligence and potential third-party misconduct, conflicts of interest and significant commercial transactions in high risk countries.	10		
205-2	Communication and training about anti-corruption policies and procedures	SR pages 16, 22	In 2020, the Global Compliance team redesigned Hess' online ABAC training program and identified additional online training resources related to conflicts of interest. We plan to deploy enhanced trainings on these topics in 2021.		GOV-1: A7 GOV-2: A3 GOV-3: C2, A1, A4; SOC-8: C1, A1, A4	
205-3	Confirmed incidents of corruption and actions taken	2020 Annual Report and SEC Form 10-K	The Hess confidential hotline, managed by an independent third party, includes both telephone and web-based reporting capabilities. Employees, business partners and customers can report allegations of Code of Conduct violations and workplace concerns – including those related to corruption – in multiple languages. Employees who in good faith report known or suspected violations of company policy or make a complaint are protected from retaliation. We thoroughly, confidentially and promptly investigate allegations related to the Code of Conduct or potential violations of law or company policy. Disciplinary actions range from counseling and formal corrective action plans to termination of employment or services.	10		

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
SASB EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index		Approximately 10% of Hess' proved reserves are in Libya, which is among the 20 lowest ranked countries in the Transparency International's Corruption Perception index.			EM-EP-510a.1
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 6 Code of Business Conduct and Ethics	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .	10		
103-2	The management approach and its components	Code of Business Conduct and Ethics				
103-3	Evaluation of the management approach	SR pages 14-15, 16 Code of Business Conduct and Ethics				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		In 2020, there were no pending or completed lawsuits, enforcement actions, fines or sanctions relating to allegations of anti-competitive behavior or violations of anti-trust or monopoly laws or regulations.	10		
GRI 207: TAX 2019						
103-1	Explanation of the material topic and its Boundary		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .			
103-2	The management approach and its components		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .			
103-3	Evaluation of the management approach		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .			
207-1	Approach to tax		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .		GOV 4: C1, C2, A2	
207-2	Tax governance, control, and risk management		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .			
207-3	Stakeholder engagement and management of concerns related to tax		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .			
207-4	Country-by-country reporting		See our Tax Practices reporting online at hess.com/sustainability/how-we-operate/tax-practices .		GOV 4: A1	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 301: MATERIALS 2016						
103-1	Explanation of the material topic and its Boundary		This topic is not one of Hess' material issues. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components		This topic is not one of Hess' material issues.			
103-3	Evaluation of the management approach		This topic is not one of Hess' material issues.			
301-1	Materials used by weight or volume		Crude oil, natural gas and natural gas liquids are our primary products. Since these products are sold in bulk, there is very little use of packaging material. Data on the composition of hydraulic fracturing fluid used in each well is publicly available on the FracFocus website. We look for opportunities to improve our operations and reduce costs through more efficient use of natural resources.	7, 8	ENV-7: C1	EM-EP-140a.3
301-2	Recycled input materials used		Crude oil, natural gas and natural gas liquids are our primary products. These products are sold in bulk so there is very little use of packaging material, and tracking the recycling of any packaging material is not a material metric for our company.			
301-3	Reclaimed products and their packaging materials		The vast majority of our products are handled in bulk throughout the product lifecycle and do not require packaging materials.			
GRI 302: ENERGY 2016						
103-1	Explanation of the material topic and its Boundary	SR page 53	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 53			GOV-2: A5 CCE-6: C2, A3	
103-3	Evaluation of the management approach	SR pages 14, 15, 53				
302-1	Energy consumption within the organization	SR page 53			CCE-6: C1	
302-2	Energy consumption outside of the organization	SR pages 53, 63		7		
302-3	Energy intensity	SR pages 53, 61		8	CCE-6: A2	
302-5	Reductions in energy requirements of products and services		With the completion of our multiyear strategic transformation into a company focused solely on exploration and production, we no longer offer renewable-energy-based products and services.	8, 9		

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPIECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
OG2	Investment in renewable energy	SR page 53		8, 9		EM-EP-420a.3
OG3	Renewable energy generated by source		We selectively use small solar panels in the field to power instrumentation. This renewable energy is not quantified.	8, 9		
GRI 303: WATER 2018						
103-1	Explanation of the material topic and its Boundary	SR pages 55-57	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 55-57			GOV-2: A5 ENV-1: A6	EM-EP-140a.1
103-3	Evaluation of the management approach	SR pages 14-15, 55-57				
303-1	Interactions with water as a shared resource	SR pages 55-57				
303-2	Management of water discharge-related impacts	SR pages 56-57			ENV-1: A9 ENV-2: A3-A6	
303-3	Water withdrawal	SR pages 55-56, 63 Key Sustainability Metrics	For the purposes of our reporting, fresh water withdrawn is considered equal to fresh water use, as none of the fresh water withdrawn is returned to a freshwater source by Hess or a third party (as defined by IPIECA in <i>Sustainability reporting guidance for the oil and gas industry, 2020</i>). See our online key sustainability metrics table for additional details.			EM-EP-140a.1
303-4	Water discharge by quality and destination	SR page 56-57			ENV-2: C1, A6	
303-5	Water consumption	SR page 55-56, 63			ENV-1: C2, C5, A1, A4	
GRI 304: BIODIVERSITY 2016						
103-1	Explanation of the material topic and its Boundary	SR page 59-60	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			EM-EP-160a.1
103-2	The management approach and its components	SR pages 22, 59-60			GOV-2: A5 ENV-3: C1, C2, A1, A2 ENV-4: C2, A2	
103-3	Evaluation of the management approach	SR pages 14-15, 59-60				

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	SR page 59-60		8	ENV-4: C1	EM-EP-160a.3
304-2	Significant impacts of activities, products and services on biodiversity	SR page 59-60				
304-3	Habitats protected or restored	SR page 59-60				
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR page 59-60		8		
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	SR page 59-60		8		
GRI 305: EMISSIONS 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 39-53, 60-61	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 39-53, 60-61	We are regulated at the national, regional and local levels for various environmental media, including, for example, flaring and criteria pollutant and GHG emissions. Descriptions of our management approach and programs focused on GHG emissions can be found on pages 39-52 of the 2020 SR, and those focused on other air emissions can be found on pages 61-62 of the 2020 SR and at hess.com/sustainability/environment . Details of our leak detection and repair programs can be found on pages 52 and 61 of the 2020 SR and at hess.com/sustainability/environment .	8	GOV-2: A5 CCE-1: C1-C4, A1-A4 CCE-2: C2-C4, A2 CCE-3: A3, A8 CCE-5: C1, C2, A1-A3	EM-EP-110a.3
103-3	Evaluation of the management approach	SR pages 14-15, 39-53, 60-61	See also our expanded Climate Change and Energy section at hess.com/sustainability/climate-change-energy .			EM-EP-110a.3
305-1	Direct (Scope 1) GHG emissions	SR pages 39-53, 63		8	CCE-4: C1, C3, A1 CCE-7: C1-C5, A2, A4	EM-EP-110a.1 EM-EP-110a.2 EM-EP-110a.3
305-2	Energy indirect (Scope 2) GHG emissions	SR pages 39-53, 63		8	CCE-4, C2	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
305-3	Other indirect (Scope 3) GHG emissions	SR pages 39–53, 63 CDP Disclosure		8	CCE-4, A3, A7	
305-4	GHG emissions intensity	SR pages 39–53, 63 CDP Disclosure		8	CCE-4, C4	
305-5	Reduction of GHG emissions	SR pages 39–53, 63 CDP Disclosure	See also our expanded Climate Change and Energy section at hess.com/sustainability/climate-change-energy .	8	CCE-3: C1 SHS-5: A3	EM-EP-110a.3
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	SR pages 60–61, 63 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.	8, 9	ENV-5: C1, A1, A2	EM-EP-120a.1
SASB EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	SR pages 39–45			CCE-1: C4 CCE-2: C1	EM-EP-420a.1
SASB EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	SR pages 39–45			CCE-1: C4 CCE-2: C1	EM-EP-420a.4
GRI 306: EFFLUENTS AND WASTE 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 57–58, 60	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8–11, 22, 57–58, 60		8	GOV-2: A5 ENV-6: C1, C3, C4, A5 ENV-7: C2 SHS-5: C3	
103-3	Evaluation of the management approach	SR pages 14–15, 57–58, 60				
306-1	Water discharge by quality and destination	SR pages 56–57 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.	8		EM-EP-140a.2
306-2	Waste by type and disposal method	SR pages 57, 61 CDP Disclosure	See our online key sustainability metrics table for additional details.	8	ENV-7: C3, A1, A3	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
306-3	Significant spills	SR pages 57-58, 63		8	ENV-6: C2, A5 SHS-6: C1-C3, A1-A3, A5	EM-EP-160a.2 EM-EP-540a.1
306-4	Transport of hazardous waste	SR page 63	No waste considered hazardous under the terms of the Basel Convention was exported from our operations in 2020.	8		
OG5	Volume and disposal of formation or produced water	SR pages 56-57, 63 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.	8	ENV-2: A5	EM-EP-140a.2
OG6	Volume of flared and vented hydrocarbon	SR pages 49-51, 63			CCE-4: A3	EM-EP-110a.2
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	SR page 60 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.		ENV-2: A1	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 61	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 61				
103-3	Evaluation of the management approach	SR pages 14-15, 61				
307-1	Noncompliance with environmental laws and regulations	SR pages 61, 63	In 2020, we paid approximately \$34,000 in environmental-related fines. Of that amount, approximately \$33,000 was paid for our shale operations in North Dakota. We received 4 environmental-related violations in North Dakota, one in Malaysia and five for our offshore operations in the Gulf of Mexico.			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 18-19	See descriptions in 308-1 and 308-2 below and our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain . A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 18-19, 22	See descriptions in 308-1 and 308-2 below and our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain .		GOV-1: A2 ENV-3: A4	
103-3	Evaluation of the management approach	SR pages 14-15, 18-19				

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
308-1	New suppliers that were screened using environmental criteria	SR pages 18-19	Prospective suppliers are given a clear scope of work and environment, health and safety expectations during the sourcing phase. See our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain .	8, 9		
308-2	Negative environmental impacts in the supply chain and actions taken	SR pages 18-19	Our approach for screening new suppliers, which includes risk reviews for EHS performance and programs where appropriate, is described on pages 18-19 the 2020 SR. Our Contractor Management Standard defines internal monitoring requirements for the EHS performance of our suppliers on an ongoing basis, at various points in the contract lifecycle. Monitoring may include assessments, inspections, performance metrics, audits or safety meetings as needed based on the scope of work. Findings that result from these reviews are documented through our supplier management and incident management software, and the associated actions are tracked to closure. The contractors' performance records are maintained and factored into decision-making when the contractor is being considered for future work. See also our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain .	8, 9		
GRI 401: EMPLOYMENT 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 35-37	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 35-37	The company has not identified significant risk in our workforce for child labor, forced or compulsory labor, or violations of the right to freely associate and bargain collectively. We do not permit the employment of underage children or the use of forced labor in our global workforce. This is also enforced in our contract language on labor practices and through our human rights, social responsibility and business integrity contract clauses. We recognize and respect our employees' rights to join associations and engage in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.			
103-3	Evaluation of the management approach	SR pages 14-15, 35-37				
401-1	New employee hires and employee turnover	SR pages 37, 62				SOC-6: A1
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Hess provides comprehensive, high quality health and retirement benefits that supplement or enhance the coverage that is offered by government programs. In addition to wages, our financial benefits include pension, savings, life and disability insurance and incentive programs. Health benefits include medical, dental, vision, prescription drug and various employee assistance plans. Employee benefit packages vary by country.	6		

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPIECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
401-3	Parental leave		There were a total of 79 claims (77 unique employees) for paid family leave in 2020. Of the 79 claims, 18 were for maternity leave and 61 were for child bonding and parental leaves or leave to care for seriously ill family members. Of the 79, all have returned to work or plan to return to work early next year. There were 24 women and 53 men who took leave.			
GRI 402: LABOR/MANAGEMENT RELATIONS 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 35-37	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 35-37		6		
103-3	Evaluation of the management approach	SR pages 14-15, 35-37				
402-1	Minimum notice periods regarding operational changes		For major operational changes, such as layoffs and facility closures, we comply with advance notification requirements specified in all applicable labor laws and regulations.			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018						
103-1	Explanation of the material topic and its Boundary	SR pages 27-33	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 27-33		3	GOV-1: A2, A3 GOV-2: A3 SHS-1: C1, A1-A3 SHS-3: C3 SHS-4: C1, C3, A4, A5, A8	EM-EP-320a.2
103-3	Evaluation of the management approach	SR pages 14-15, 27-33				
403-1	Occupational health and safety management system	SR pages 27-33	Hess' safety standards and associated procedures, which address key areas of safety risk such as energy isolation, dropped objects and confined space entry, are embedded into the Hess Operational Management System (HOMS). We consider and incorporate relevant third party standards and guidance - <i>American Petroleum Institute Recommended Practice 2D</i> is used for the Hess Lifting and Hoisting Standard, for example - when developing and updating our internal environment, health and safety standards and procedures. HOMS serves as a framework for managing and measuring our safety performance, and we review conformance with the external and internal requirements (e.g., regulations, policies, standards and procedures) related to HOMS through our HOMS Audit Element and associated Assurance Procedure.		SHS-1: C2, C3 SHS-3: A2-A4	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
403-2	Hazard identification, risk assessment, and incident investigation	SR pages 27-30				
403-3	Occupational health services	SR pages 27-33				
403-4	Worker participation, consultation, and communication on occupational health and safety	SR pages 27-33			SHS-1: C1	
403-5	Worker training on occupational health and safety	SR pages 28				
403-6	Promotion of worker health	SR page 33			SHS-2: C1-C3, A5	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR pages 27-33	Included in the review of potential risks in Hess' nonoperated assets - as described on page 14 of the 2020 Sustainability Report - are safety and health considerations.			
403-8	Workers covered by occupational health and safety management system	SR pages 27-33			SHS-1: C3	
403-9	Work-related injuries	SR pages 28-29, 62			SHS-3: C1, C2, C4 SHS-4: C2, A1	EM-EP-320a.1
403-10	Work-related ill health	SR pages 33, 62	<p>Our industry operations span across various geographic locations. Hess takes steps to protect the health of our workers against exposures to common diseases. Employees are provided with education on disease activity impacting the regions where we operate. Expats and family members complete physical exams, including necessary vaccinations, to ensure their safety prior to relocation.</p> <p>Hess also provides access to counseling focusing on a variety of topics, including mental health, family concerns, and working in remote locations to expatriates and their family members. Our relocations services provider also provides access to a cultural orientation and language training.</p>		SHS: 3: A1	

GRI 404: TRAINING AND EDUCATION 2016

103-1	Explanation of the material topic and its Boundary	SR pages 16, 21-22, 36-37	<p>See also description for 404-3 below.</p> <p>A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues.</p>			
-------	--	---------------------------	--	--	--	--

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
103-2	The management approach and its components	SR pages 8-11, 16, 21-22, 36-37	See also description for 404-3 below.			SOC-7: C1, C2
103-3	Evaluation of the management approach	SR pages 8-11, 16, 21-22, 36-37				
404-2	Programs for upgrading employee skills and transition assistance programs	SR pages 36-37		6		
404-3	Percentage of employees receiving regular performance and career development reviews	SR pages 36-37	All managers and professionals receive regular performance and development reviews.	6		
IPECA SOC-6	Worker engagement	SR pages 16, 36-37			SOC-6: C1, C2, A1, A2, A4, A5	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 13-14, 35-36	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 3-14, 22, 35-36		6	SOC-5: C1, A1, A2	
103-3	Evaluation of the management approach	SR pages 13-15, 35-36				
405-1	Diversity of governance bodies and employees	SR pages 35-36 Key Sustainability Metrics 2020 Proxy Statement - Form DEF 14A (page vii)	Minority (U.S.) and female representation in our workforce is provided by job category in our 2020 SR (page 36). In 2020, our Board of Directors was 10% female and 10% diverse, and 100% of Board members were over age 50. Additional detail on employees by age group is provided in our online key sustainability metrics table.			SOC-5: C2, C3
GRI 406: NONDISCRIMINATION 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 35-36	See also the description for 406-1 below. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 35-36	See also the description for 406-1 below.			

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
103-3	Evaluation of the management approach	SR pages 14-15, 35-36	See also the description for 406-1 below.			
406-1	Incidents of discrimination and corrective actions taken		Based on available records and information, there were no incidents of illegal discrimination in 2020. Hess defines incidents of illegal discrimination as substantiated findings of a violation of any applicable law and/or Hess internal policy.	1, 2		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 35-36	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR page 22	The company has not identified significant risk in our workforce for child labor, forced or compulsory labor, or violations of the right to freely associate and bargain collectively. We prohibit the employment of underage children and the use of forced labor in our global workforce. This is also enforced in our contract language on labor practices and through our human rights, social responsibility and business integrity contract clauses. We recognize and respect our employees' rights to join associations and engage in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.			
103-3	Evaluation of the management approach	SR pages 14-15	See note just above.	3, 5, 6		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		See notes for 406-1 and Freedom of Association management approach (103-2) above.			
GRI 408: CHILD LABOR 2016						
103-1	Explanation of the material topic and its Boundary		See note for Freedom of Association management approach (103-2) above. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR page 22	See note for Freedom of Association management approach (103-2) above.	3, 5, 6		
103-3	Evaluation of the management approach	SR page 14-15	See note for Freedom of Association management approach (103-2) above.			
408-1	Operations and suppliers at significant risk for incidents of child labor		See note for 406-1 and Freedom of Association management approach (103-2) above.			

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 409: FORCED AND COMPULSORY LABOR 2016						
103-1	Explanation of the material topic and its Boundary		See note for 406-1 and Freedom of Association management approach (103-2) above. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR page 22	See note for Freedom of Association management approach (103-2) above.	3, 5, 6		
103-3	Evaluation of the management approach	SR page 14-15	See note for Freedom of Association management approach (103-2) above.			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		See note for 406-1 and Freedom of Association management approach (103-2) above.			
GRI 410: SECURITY PRACTICES 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 18-19	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain . A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 18-19, 22	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	SHS-7: C1-C3 SOC-3: C1, C2, A3	
103-3	Evaluation of the management approach	SR pages 14-15, 18-19	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .			
410-1	Security personnel trained in human rights policies or procedures	SR pages 18-19	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	SOC-3: C3, A2	
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 21-24	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 21-24		1	SOC-10: C1	EM-EP-210a.3
103-3	Evaluation of the management approach	SR pages 14-15, 21-24				
411-1	Incidents of violations involving rights of indigenous peoples		We are not aware of any human rights violations in 2020.			

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPIECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
OG9	Operations where indigenous people are present or affected by activities and where specific engagement strategies are in place	SR pages 21-24		1		EM-EP-210a.3
GRI 412: HUMAN RIGHTS ASSESSMENT 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 6, 22-24	See description for 412-1 below. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 22, 22-24	See description for 412-1 below.		SOC-1: C1-C5, A1	EM-EP-210a.3
103-3	Evaluation of the management approach	SR pages 14-15, 22-24	See description for 412-1 below.			
412-1	Operations that have been subject to human rights reviews or impact assessments	SR pages 8-11, 22-24	In potential high risk areas, Hess conducts human rights assessments to evaluate the overall risk management of those assets. These assessments identify risks to Hess projects and staff, as well as to the surrounding communities.		SOC-1: A3	EM-EP-210a.3
412-2	Employee training on human rights policies or procedures	SR pages 16	Human rights content is included in our mandatory Code of Conduct training, which was completed by 99% of active employees at year end 2020.			
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	SR pages 18-19, 22-24	Hess introduced new security and human rights-related contract clauses in 2011, and new contracts include these clauses.		SOC-2: A2	
GRI 413: LOCAL COMMUNITIES 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 21-25	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			EM-EP-540a.1
103-2	The management approach and its components	SR pages 8-11, 21-25		1	SOC-9: C1, C2, A2 SOC-13: C1, C2, A2, A5	EM-EP-210b.1
103-3	Evaluation of the management approach	SR pages 14-15, 21-25				
413-1	Operations with local community engagement, impact assessments and development programs	SR pages 21-25				EM-EP-210b.1

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPIECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
413-2	Operations with significant actual and potential negative impacts on local communities	SR pages 21-25				
OG10	Number and description of significant disputes with local communities and indigenous people		We did not have any significant disputes with local communities or indigenous peoples at our operated assets during 2020.	1		
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned		In 2020, we completed decommissioning for four wells located in our prior offshore U.K. asset. We developed decommissioning plans following U.K. regulatory requirements and plans were approved by the Department for Business, Energy & Industrial Strategy and Health and Safety Executive. Following this approved plan, the wells were flushed and filled with permanent cement plugs, which were pressure tested for integrity. Well heads were cut and removed 10 feet below the mudline. We used a dive-support vessel campaign to remove overtrawlable structures and prepare wellheads for plug and abandonment. After plugging the wells, environmental site surveys and an over-trawl survey were conducted to confirm the state of the seabed and that no structures remain that could interfere with fishing or other vessels operating in the area. We also used multi-beam bathymetric surveys before beginning decommissioning work to identify any potential hazards in the work area and after work was completed to confirm structures were removed according to the approved decommissioning plan. We will continue to follow U.K. requirements for ongoing monitoring of these decommissioned wells as relevant and will otherwise continue to fulfilling our decommissioning obligations.		ENV-8: A1	
OG12	Operations where involuntary resettlement took place, the number of households in each and how their livelihoods were affected in the process		We are not aware of any instances of involuntary resettlement during 2020.		SE3	
OG13	Number of process safety events, by business activity	SR page 31				EM-EP-540a.1
SASB EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	SR pages 30-32				EM-EP-540a.2
IPIECA SOC-12	Community grievance mechanisms	SR pages 22-23			SOC-12: C1, C2, A1, A3	

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPIECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 8-11, 18-19, 23-24, 32-33	See description for 414-1 below and our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain . A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 8-11, 18-19, 22, 23-24, 32-33	See description for 414-1 below and our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	GOV-1: A2 SOC-2: C1, C2, A1, A3	
103-3	Evaluation of the management approach	SR pages 8-11, 14, 18-19, 23-24, 32-33	See description for 414-1 below and our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .			
414-1	New suppliers that were screened using social criteria	SR pages 18-19, 23-24, 32-33	Our standard contract clauses include requirements with respect to ethical business practices, human rights, social responsibility, business integrity, search and seizure, quality and environment, health and safety. See also description for 308-2 above for our approach to ongoing monitoring of suppliers. Hess introduced new security and human rights-related contract clauses in 2011, and new contracts include these clauses. Hess has analyzed all business units, including its core exploration and production business, for risks related to corruption. Hess' Global Compliance team proactively assesses country-level risks related to corruption based on internal risk criteria. Our Corporate Audit Department systematically conducts anti-corruption audits to determine potential exposure to corruption risk. Annual audits are conducted in certain countries where Hess operates, and every two to three years in other countries as determined by internal risk criteria and external benchmarks (e.g., Transparency International's Corruption Perceptions Index). See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	SOC-1: A3	
414-2	Negative social impacts in the supply chain and actions taken		We are not aware of any human rights or social impacts violations in 2020.	6	SOC-3: A1	
GRI 415: PUBLIC POLICY 2016						
103-1	Explanation of the material topic and its Boundary	SR pages 16-18	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR pages 16-18		10	GOV-5: C1	EM-EP-530a.1

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPIECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
103-3	Evaluation of the management approach	SR pages 14-15, 16-18				
415-1	Political contributions	SR pages 16-18	We did not make direct or indirect political contributions outside of the U.S. in 2020.	10	GOV-5: C2	EM-EP-530a.1
SASB EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry				GOV-5: A1	EMP-EP-530a.1
GRI 416: CUSTOMER HEALTH AND SAFETY 2016						
103-1	Explanation of the material topic and its Boundary		This topic is not one of Hess' material issues. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR page 22	See comments for 416-1, 417-1 and 418-1.			
103-3	Evaluation of the management approach	SR page 14-15	See comments for 416-1, 417-1 and 418-1.			
416-1	Assessment of the health and safety impacts of product and service categories		Hess' principal products are crude oil, natural gas, condensate and natural gas liquids. The lifecycle impacts of petroleum products are well documented by industry, government agencies and the scientific community. Through our membership in industry trade associations such as the American Petroleum Institute and our involvement with IPIECA, we stay informed of lifecycle assessment results.		SHS-5: C1	
GRI 417: MARKETING AND LABELING 2016						
103-1	Explanation of the material topic and its Boundary		This topic is not one of Hess' material issues. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR page 22	See comments for 416-1, 417-1 and 418-1.			
103-3	Evaluation of the management approach	SR page 14-15	See comments for 416-1, 417-1 and 418-1.			

2020 GRI CONTENT INDEX

GRI Standards Indicator

GRI G4 OGSS Indicator

IPECA Indicator

SASB Indicator

GRI INDICATOR	DISCLOSURE TITLE	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
417-1	Requirements for product and service information and labeling		<p>We comply with applicable product and service labeling requirements. Our products have globally harmonized Safety Data Sheets (SDSs) that provide information on chemical, physical and toxicological characteristics, safe handling, and spill and emergency response measures. These are available at hess.com/sustainability.</p> <p>The Globally Harmonized System of Classification and Labeling of Chemicals (GHS) is an internationally accepted, universal system that all countries should follow. Hess employees have received training on the GHS label elements and SDS format, and Hess SDSs reflect this format.</p>		SHS-5: C2	
GRI 418: CUSTOMER PRIVACY 2016						
103-1	Explanation of the material topic and its Boundary		This topic is not one of Hess' material issues. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components		See comments for 416-1, 417-1 and 418-1.			
103-3	Evaluation of the management approach		See comments for 416-1, 417-1 and 418-1.			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		With our recent transformation to a company focused on exploration and production activities, we no longer consider this to be a material indicator for our company. Our privacy policy is available at hess.com/company/PrivacyPolicy.aspx .			
GRI 419: SOCIOECONOMIC COMPLIANCE 2016						
103-1	Explanation of the material topic and its Boundary		This topic is not one of Hess' material issues. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	SR page 22				
103-3	Evaluation of the management approach	SR page 14-15 Code of Business Conduct and Ethics				
419-1	Noncompliance with laws and regulations in the social and economic area	2020 Annual Report and SEC Form 10-K (pages 85-86)	The monetary value of significant fines and/or total number of nonmonetary sanctions for any alleged noncompliance with environmental laws and regulations is disclosed under 307-1. Other material pending legal proceedings and material proceedings known to be contemplated by governmental authorities are disclosed in the appropriate SEC public filings.			